

Memorandum of Agreement

Agreement entered into this 10th day of May 2001 by and between the Association of Ecumenical Employees Local 2110, UAW ("the Union") and the NCCCUSA/CWS (the "Employer").

WHEREAS, the parties are desirous of extending and renewing the present collective bargaining agreement, ("the 1995-1998 Agreement") and addressing certain terms and conditions thereto as hereinafter set forth;

NOW, THEREFORE, the aforesaid 1998-2001 collective bargaining agreement is extended and renewed for the two (2) year term from April 1, 2001 to and including March 31, 2003 with the following modifications:

1. Wages:

- a) Effective April 1, 2001, all employees shall receive an increase in their annual wages of 3%.
- b) Effective April 1, 2002, all employees shall receive an increase in their annual wages of 3.5%.
- c) The schedule of costs paid by the Employer and employee toward the health care insurance premium shall be modified in accordance with the increase in wages as per past agreement.
- d) The salary ranges shall be increased by the same percentage as the negotiated wage increases on the same effective dates as per past agreement.

2. Sick Leave

- a) Increase allowable maximum for sick leave bank to 120 days.
- b) Eliminate the option for sick leave cash-out effective January 1, 2002.
- c) Employees may contribute up to 6 days from their sick leave bank to the catastrophic illness bank.

3. Optical

Modify side letter to reflect the following: Employees must first submit claims to their insurance carrier. Unreimbursed amounts may be submitted under the existing side letter on vision care of October 27, 1998. Unused amounts under the side letter may be rolled over to a maximum of \$100 for eye exam and \$200 for lenses.

4. Child Care Subsidy

Increase Child Care Fund to \$20,000/year effective 4/1/01.

BK
Lyn
BKM

MR 5/10/01
[Signature]

5. Training Fund

Unused amounts from the Training Fund accumulated between 1998-2001 (approximately \$58,000) shall be used to provide a Training Fund of \$20,000 per year.

6. NCCC/CWS agrees that whenever programs are funded or created, New York City shall be given first consideration as the site for that program if it is administratively and financially appropriate.

7. Article 2.1.2: Modify as follows: Managerial, confidential, or supervisory employees which the parties have agreed encompass, as of the date of this Agreement, the following: (a) 3 positions designated by the General Secretary; and (b) 2 positions designated by the Executive Director of CWS.

8. Article 20.1.5: Substitute "supervisor" for "elected staff supervisor."

9. Article 25: The committee shall consist of four representatives from NCCC/CWS and four representatives from the Union.

10. All contract references to the NCCC shall be modified to NCCC/CWS or to "the Employer."

11. The parties agree to a side letter stating: Nothing in this Agreement supercedes or is inconsistent with the new relationship between NCCCUSA and CWS Inc. as embodied in the Report and Recommendation of the Special Committee to the NCCCUSA Executive Board revised on May 4, 2000 and the Points of Agreement for the Officers and Advisors of the NCCCUSA and the CWSW dated 11/14/00 attached hereto. Notwithstanding this, the agreement to continue the bargaining unit as a single unit will survive the contract.

This agreement is subject to ratification.

AEE, Local 2110/UAW:

NCCC/CWS:

<u>Wm. [Signature]</u>	<u>[Signature]</u>
<u>[Signature]</u>	<u>[Signature]</u>
<u>Vanita Shaw</u>	<u>Laura Williams</u>
<u>Deborah Gray</u>	<u>[Signature]</u>
<u>Doris Glover</u>	<u>[Signature]</u>
<u>Barbara Tillet</u>	<u>[Signature]</u>
<u>Jane Benjamin</u>	<u>[Signature]</u>
<u>[Signature]</u>	<u>[Signature]</u>
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